

2011

Gay-Straight Alliance Network
Standard Annual Report

Please see attached SAR Quick User's Guide and separate 2011 LGBT Movement Financial and Operating Overview

IMPORTANT NOTE TO THE READER

Standard Annual Reports help donors understand LGBT organizations' effectiveness and efficiency; give organizations comparative information to fine tune their own performance; and track movement finances to inform actions to improve the movement's financial capacity and health. The organizations supply all data, mostly from audited financials.

Please DO use these reports for a quick glimpse of each organization's goals, priorities, staying power and financial needs. Please DO NOT use these reports as a sole basis for funding decisions.

Snapshot

<i>Founded</i>	<i>Geographic Scope</i>
1998	California & National
<i>Fiscal Year</i>	<i>Type</i>
Jul - Jun	Issue
<i>2011 Budget</i>	<i>Total Paid Staff</i>
\$1,104,769	13
<i>Tax Status*</i>	
501(c)(3)	100%

* Percent of latest FY revenue.

Mission

Empower youth activists to fight homophobia and transphobia in schools.

Key Planned Accomplishments

One-year Key Planned Accomplishments for FY2012

1. Establish 60 new Gay-Straight Alliances (GSAs) in CA public high schools, and 5 new GSAs in CA public middle schools.
2. Engage, through GSA Advocacy & Youth Leadership Academy and Queer Youth Advocacy Day, 60 LGBT and straight ally youth in policy advocacy, and help build their lobbying skills, knowledge of policymaking processes and civic engagement. With Equality CA and with Transgender Law Center, engage youth in pressing CA Department of Education and CA School Boards Association to provide school districts with stronger guidance and model policies that protect transgender and gender non-conforming youth from discrimination. Mobilize GSA youth to organize with the Campaign for Quality Education, a coalition that works for economic and racial justice in CA schools.
3. Provide leadership, skills-building training and support to 700+ LGBTQ and straight ally youth on how to run a GSA and implement issue campaigns; support campaigns in 50 schools, including LGBTQ-inclusive curriculum campaigns in 5-6 local schools, and publish new youth-developed campaign toolkit on curriculum inclusion; network and train 500+ youth at regional conferences; provide 50+ GSA clubs with LGBTQ-themed films and curriculum guides for classroom use.
4. Pilot a GSA alumni-engagement program where LGBTQ and straight ally alumni participate in GSA Network as program volunteers, organizational leaders and/or donors.
5. Support CA schools with Fair, Accurate, Inclusive and Respectful (FAIR) Education Act (SB 48) implementation by developing and distributing a FAIR Toolkit to GSAs—the toolkit will contain resources for students and teachers as well as sample, age-appropriate lesson plans.
6. Launch the Safe & Healthy LGBT Youth Project with funding from the Centers for Disease Control and the Department of Health and Human Services' Division of Adolescent and School Health. The Safe & Healthy LGBT Youth Project is a five-year project that will work with GSA Network's national partners in 20 targeted sites to increase the capacity of CBOs to train teachers, school staff, community leaders, volunteers, and district personnel to create safer spaces for LGBT youth through a train-the-trainers model; to provide, disseminate, deliver and/or facilitate access to sexual health referrals and/or resources for LGBT youth; and to build the skills of GSAs and partner organizations to support and implement effective policies and practices to better meet the health and mental health needs of LGBT youth.
7. Support, with national partners, federal safe-schools legislation and inclusion of sexual orientation and gender identity questions on Youth Risk Behavior Survey (YRBS) questionnaires.
8. Train adult and youth leaders in 10+ states in GSA Network's youth leadership model for safe schools; continue to support GSA Network replication sites in NM and TX, and support new site in MA.
9. Convene 28+ regional or state organizations in the National Association of GSA Networks' field-building and networking opportunities; strengthen relationships with organizations in the southeastern United States.
10. Help develop messaging and prepare public education strategies to counter negatives message about marriage equality's harmful impact on children and schools.

Key Accomplishments in FY2011

1. Helped establish 65 new GSAs in CA high schools and 9 GSAs in CA middle schools; launched new website with an integrated database through which to track GSAs and students.
2. Provided leadership and skills-building training to 700+ LGBTQ and straight ally youth on how to run a GSA club and engage in grassroots organizing; networked and trained 450+ GSA youth activists at 2 regional conferences.

2011

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Standard Annual Report

Page 2
10/6/2011

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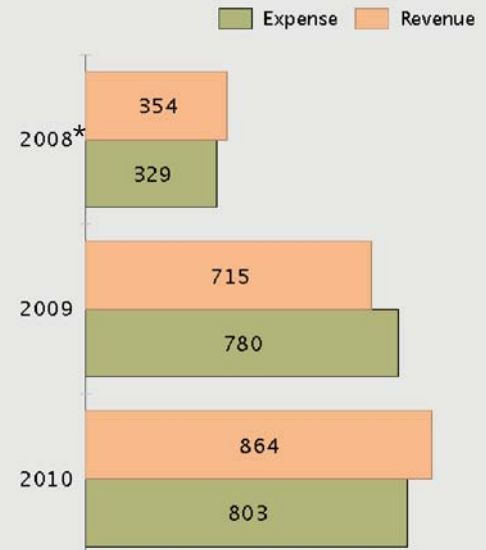
3. Launched the Make It Better Project on October 1, 2010 to give youth and adults the concrete tools they need to make schools safer for LGBT students right now. Through our YouTube channel, social media, and the campaigns, initiatives and resources available on this website, the Make It Better Project aims to educate, motivate and unite students and adults to effectively take action to stop bullying and harassment in schools based on actual or perceived sexual orientation or gender identity. Our goal is to create safe, welcoming school environments that actively support LGBT youth and prevent suicide.
4. Reinforced GSA Network's anti-oppression framework by initiating the Racial and Economic Justice Program as part of GSA Network's National Program.
5. Helped students and teachers at 50+ schools launch campaigns on changing school climate, preventing harassment, protecting transgender and gender non-conforming youth, an LGBTQ-inclusive curriculum, and inclusive sexual health education.
6. Distributed five campaign guides for student activists on implementing CA school nondiscrimination law, fighting slurs and verbal harassment, protections for transgender and gender non-conforming youth, an LGBTQ-inclusive curriculum, and raising visibility and awareness of LGBTQ people at school; continued LGBTQ-inclusive curriculum pilot campaigns in several schools and developed extensive new campaign toolkit on curriculum inclusion.
7. Developed GSA alumni presence on social networks; conducted GSA alumni engagement survey and sought input on how GSA Network can partner with alumni as they continue their activism.
8. Trained 65 youth at Queer Youth Advocacy Day in legislative lobbying and civic engagement; and convened GSA Advocacy and Youth Leadership Academy for 16 youth who pressed the CA Department of Education and CA School Boards Association to provide school districts with stronger guidance and model policies that protect transgender and gender non-conforming youth from discrimination.
9. Saw GSA Network-supported legislation signed into law that established the FAIR Education Act (SB 48) in CA which will ensure that the contributions of LGBT people are fairly and accurately included in instructional materials, and will ensure that instructional materials do not perpetuate negative stereotypes of LGBT people.
10. Trained adult and youth leaders in 20 states on youth leadership models for GSA organizing; continued to support replication of GSA Network's model in MA, NM and TX.
11. Convened National Association of GSA Networks, facilitated monthly conference calls and conducted 4-day, in-person gathering of 65 youth and adult activists from 16 state GSA networks.

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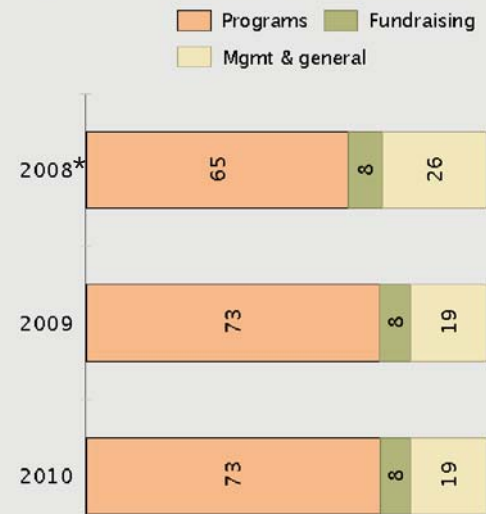
Indicators of Financial Health & Efficiency

<u>Ratios of Financial Health</u>	<u>2008*</u>	<u>2009</u>	<u>2010</u>
Liquidity ratio	4.4	3.1	5.8
Days of working capital	70	29	57
Working capital (\$000)	\$126	\$61	\$123
Average daily cash expense (\$000)	\$1.8	\$2.1	\$2.2
Fundraising expense (cash only) to raise \$1	\$0.08	\$0.09	\$0.07
Total revenue raised through development efforts (\$000)	\$349*	\$709	\$833
<u>Indicators of Contributor Base</u>			
Number of individual donors who gave > \$35	97*	231	285
Number of individual donors who gave > \$1,000	7*	21	17
Donor turnover (gave > \$35 in prior FY & not this FY)	N/A	N/A	45%
Number of individuals attending fundraising events (paid > \$100 per person)	0*	174	19
Percent of total revenue from top 10 contributors	84%	76%	71%
Number of unique contactable names currently in fundraising and e-action databases		<u>Current</u> 21,004	

Revenue -vs- Expense (\$000)



Expense Percentage



Statement of Cash Flows

	<u>Reviewed</u> <u>2008*</u>	<u>Audited</u> <u>2009</u>	<u>Reviewed</u> <u>2010</u>
Cash and cash equivalent balance at beginning of year	\$99,522	\$128,478	\$88,071
Net cash provided (used) by operating activities	28,956	-40,407	59,189
Net cash provided (used) by investing activities	0	0	0
Net cash provided (used) by financing activities	0	0	0
Net increase (decrease) in cash	\$28,956	-\$40,407	\$59,189
Cash and Cash Equivalent Balances at End of Year	<u>\$128,478</u>	<u>\$88,071</u>	<u>\$147,260</u>

* Due to change in fiscal year, data reported for a short 6 month fiscal year (1/1/08-6/30/08); see notes and advisories

2011

Gay-Straight Alliance Network

Standard Annual Report

Page 4
10/6/2011

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Statement of Financial Position

	Reviewed 2008*		Audited 2009		Reviewed 2010
Assets					
Cash and cash equivalents	\$128,478		\$88,071		\$147,260
Investments	0		0		0
Other current assets	26,950		1,012		708
Net fixed assets	2,847		899		0
Other long-term assets	6,696		8,155		7,857
Total Assets	\$164,971		\$98,137		\$155,825
Liabilities					
Current liabilities	\$29,323		\$28,186		\$25,247
Long-term debt	0		0		0
Other long-term liabilities	0		0		0
Total Liabilities	\$29,323		\$28,186		\$25,247
Net Assets					
Unrestricted	35,760		15,375		23,143
Temporarily restricted	99,888		54,576		107,435
Permanently restricted	0		0		0
Total Net Assets	\$135,648		\$69,951		\$130,578
Total Liabilities and Net Assets	\$164,971		\$98,137		\$155,825

Statement of Activities

	Reviewed 2008*		Audited 2009		Reviewed 2010	
Support & Revenue						
Individual contributions	\$44,738	13%	\$116,031	16%	\$111,412	13%
Foundation contributions	276,000	78%	525,063	73%	642,661	74%
Corporate contributions/Non-event sponsorships	6,560	2%	19,932	3%	20,676	2%
Government funding	0	0%	0	0%	0	0%
Bequests	0	0%	0	0%	0	0%
In-kind contributions	0	0%	618	0%	16,563	2%
Program income	22,095	6%	38,348	5%	57,769	7%
Dues	0	0%	0	0%	0	0%
Fundraising event income	0	0%	28,275	4%	0	0%
Less costs of direct benefit to donors	0	0%	-18,442	-3%	0	0%
Net fundraising event income	\$0		\$9,833		\$0	
Merchandise sales (net of cost of goods sold)	0	0%	0	0%	0	0%
Investment income	0	0%	0	0%	0	0%
Other revenue	4,107	1%	4,774	1%	14,501	2%
Total Revenue	\$353,500		\$714,599		\$863,582	
Expenses						
Program services	215,050	65%	570,010	73%	576,999	72%
Fundraising	27,772	8%	61,935	8%	59,503	7%
Management and general	83,857	26%	145,784	19%	148,991	19%
Total cash expenses	\$326,679		\$777,729		\$785,493	
Non-cash expenses						
In-kind	0	0%	618	0%	16,563	2%
Depreciation	1,872	1%	1,949	0%	899	0%
Total non-cash expenses	\$1,872		\$2,567		\$17,462	
Total Expenses	\$328,551		\$780,296		\$802,955	
Capital campaign net revenue	0		0		0	
Change in Net Assets	\$24,949		-\$65,697		\$60,627	

* Due to change in fiscal year, data reported for a short 6 month fiscal year (1/1/08-6/30/08); see notes and advisories

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Board Members*						Locations & Contact
Total	Gender Identity			Identify As Transgender		
	<i>Male</i>	<i>Female</i>	<i>Genderqueer/Other</i>			
14	57%	29%	29%	21%		
African American/Black	Asian/Pacific Islander	Caucasian	Hispanic/Latino(a)	Native American	Other	Gay-Straight Alliance Network 1550 Bryant St., Suite 800 San Francisco, CA 94103 415-552-4229 www.gsanetwork.org <u>Additional Locations</u> Fresno Los Angeles <u>Legal Names</u> Gay-Straight Alliance Network - 501(c)(3) <u>Contact</u> Carolyn Laub Executive Director carolyn@gsanetwork.org
7%	14%	64%	43%	0%	7%	
Fundraising Requirements						
Each board member is asked to make a contribution that is personally significant to them. Adult board members have a give/get requirement of \$2,000; youth board members are encouraged to set a give/get goal, and are given many opportunities to participate in fundraising activities.						
Senior Management Profile						
		Lowest	Average	Highest		
Tenure with the organization		0.2	4.8	13.5		
Compensation		\$49,000	\$72,283	\$96,138		
Paid Staff*						
Total	<i>Full-Time</i>	<i>Part-Time</i>	Gender Identity			Identify As Transgender
			<i>Male</i>	<i>Female</i>	<i>Genderqueer/Other</i>	
13	12	1	15%	77%	8%	8%
African American/Black	Asian/Pacific Islander	Caucasian	Hispanic/Latino(a)	Native American	Other	
23%	8%	46%	31%	8%	0%	
* Percentages by race and/or gender identity do not add to 100% because some people preferred not to respond or selected more than one category. Note: Board and staff data as of 7/30/11.						

Organization's Notes and Advisories

- FY2008 short fiscal year**—Upon separating from its fiscal sponsor, whose fiscal year ran from Jan 1-Dec 31, GSA Network changed its fiscal year to Jul 1-Jun 30 in order to align its programmatic activities more closely with the school year cycle. To implement this change, GSA Network had to report a short fiscal year for the six month period Jan 1, 2008-Jun 30, 2008. Accordingly, please keep this in mind when comparing FY2008's half year results with the full year results reported for FY2009 and FY2010.
- Indicators of contributor base**—Due to the short fiscal year reported for FY2008, the numbers reported as indicators of contributor base are not directly comparable to FY2009 or FY2010.
- Board diversity**—GSA Network's board is a youth-adult partnership board, which reflects our commitment to youth leadership development. Eight of the 14 members of our board are youth constituents in the organization, ages 19 and under.